

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-218961	4/21/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact Gaby Fraser Director of Operations	
c. Address 840 1st St NE, Third Floor, Washington, DC 20002		d. Tel. No. (202)487-3438	e. Cell No. (202)487-3438
		f. Fax No. (202)758-3262	g. e-Mail frasergaby@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) For the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to enforce an arbitration award for (b) (6), (b) (7)(C) regarding (b) (6), suspension and discharge for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer American Security Programs, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 181 Campus Commons Dr., Ste. 105, Reston, VA 20191		6. Employer representative to contact Mark Phinney Operations Manager	
7. Type of Establishment (factory, mine, wholesaler) Security contractor	8. Principal product or service Security services	9. Number of Workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Printout name and title or office, if any (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
		Date: 4-21-18	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

August 3, 2018

(b) (6), (b) (7)(C)

Re: National Association of Special Police and
Security Officers
(American Security Programs, Inc.)
Case 05-CB-218961

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that National Association of Special Police and Security Officers has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **August 17, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 16, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

August 3, 2018

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 17, 2018**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 16, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Ms. Gaby Fraser
Director of Operations
National Association of Special Police
and Security Officers
840 First Street, N.E., Third Floor
Washington, D.C. 20002

Mr. Mark Phinney
Operations Manager
American Security Programs, Inc.
181 Campus Commons Dr., Ste. 105
Reston, VA 20191

Thomas P. Dowd, Esq.
Littler Mendelson, P.C.
815 Connecticut Ave., N.W., Ste. 400
Washington, D.C. 20006-4046

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-219558	4/30/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact Gaby Fraser Director of Operations	
c. Address 840 1st St. NE, Third Floor, Washington, DC 20002		d. Tel. No. (202)487-3438	e.e. Cell No. (202)487-3438
		f. Fax No. (202)758-3262	g. e-Mail frasergaby1@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) For the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to enforce an arbitration award for (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension and discharge for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer American Security Programs, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 181 Campus Commons Dr., Ste. 105, Reston, VA 20191		6. Employer representative to contact Mark Phinney Operations Manager	
7. Type of Establishment (factory, mine, wholesaler) Security contractor	8. Principal product or service Security services	9. Number of Workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No. (b) (6), (b) (7)(C)	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative (b) (6) person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Print/type name and title or office, if any		Cell No.	(b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: Apr 30, 2018	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

June 27, 2018

Ms. Gaby Fraser,
Director of Operations
National Association of Special Police and
Security Officers
840 1st St., N.E., Third Floor
Washington, D.C. 20002

Re: National Association of Special Police and
Security Officers
(American Security Programs, Inc.)
Case 05-CB-219558

Dear Ms. Fraser:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Thomas P. Dowd, Esq.
Littler Mendelson, P.C.
815 Connecticut Ave., N.W., Ste. 400
Washington, D.C. 20006-4046

Mr. Mark Phinney
Operations Manager
American Security Programs, Inc.
181 Campus Commons Drive, Suite 105
Reston, VA 20191

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-219878	5/8/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name		b. Union Representative to Contact	
National Association of Special Police and Security Officers		Gaby Fraser, Director of Operations	
c. Address		d. Tel. No.	e. Cell No.
		(202)487-3438	(202)487-3438
		f. Fax No.	g. e-Mail
840 First St. NE, Third Floor, Washington, DC 20002		(202)758-3262	frasergaby@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
For the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to enforce an arbitration award for (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension and discharge for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer		4a. Tel. No.	4b. Cell No.
American Security Programs			
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact	
181 Campus Commons Dr., Ste. 105, Reston, VA 20191		Mark Phinney Operations Manager	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service	9. Number of Workers employed	
Security contractor	Security services	25	
10. Full name of party filing charge	11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail	
		(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Tel No.
(signature of representative or person making charge)	Print/type name and title or office, if any.	Cell No.
		(b) (6), (b) (7)(C)
Address:	Date:	Fax No.
(b) (6), (b) (7)(C)	5/6/18	
		e-Mail
		(b) (6), (b) (7)(C)

ILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001).

PRIVACY ACT STATEMENT

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the public is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

June 15, 2018

Ms. Gaby Fraser, Director of Operations
National Association of Special
Police and Security Officers
840 First Street, N.E., Third Floor
Washington, DC 20002

Re: National Association of Special Police and
Security Officers (American Security
Programs)
Case 05-CB-219878

Dear Ms. Fraser:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Acting Regional Director

cc:

(b) (6), (b) (7)(C)
[Redacted]

Mr. Mark Phinney, Operations Manager
American Security Programs
181 Campus Commons Drive, Suite 105
Reston, VA 20191

Thomas P. Dowd, Esq.
Littler Mendelson, P.C.
815 Connecticut Avenue, N.W., Suite 400
Washington, DC 20006-4046

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-221732	6/6/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFP A), Local 441		b. Union Representative to Contact Eutopia Elliott	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (240) 464-9008	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act; or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since about May 10, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discipline for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer Paragon Systems Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2701 MLK Avenue SE, Washington, DC 20032		6. Employer representative to contact Stacy Coombs, Deputy Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Government Office Building	8. Principal product or service Security Services	9. Number of Workers employed 250	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel. No.	
(Signature of representative or person making charge)		(b) (6), (b) (7)(C) an Individual	
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 6/6/18	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-221732	06/29/2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441		b. Union Representative to Contact Roman Gumul	
c. Address 25510 Kelly Road, Roseville, MI 48066-4932		d. Tel. No. 586-335-7668	e. Cell No.
		f. Fax No.	g. e-Mail roman@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) For the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) regarding suspension in (b) (6), (b) (7)(C) 2017, (b) (6), (b) (7)(C) suspension in (b) (6), (b) (7)(C) 2018, and (b) (6), (b) (7)(C) termination in (b) (6), (b) (7)(C) 2018, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2701 Martin Luther King, Jr. Avenue, S.E., Washington, DC 20032-2608		6. Employer representative to contact Stacy Coombs Deputy Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Government Office Building	8. Principal product or service Security Services	9. Number of Workers employed 250	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(b) (6), (b) (7)(C) (Signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 6/29/18	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-221732	9/21/18
INSTRUCTIONS: File a original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441		b. Union Representative to Contact Roman Gumul	
c. Address 25510 Kelly Road Roseville, MI 48066-4932		d. Tel. No. 586-335-7668	e. Cell No.
		f. Fax No.	g. e-Mail roman@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by the following: (1) refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) 2017 suspension; (2) failing to respond in a timely manner to (b) (6), (b) (7)(C) request for information pertaining to the grievance over (b) (6), (b) (7)(C) 2017 suspension; (3) failing to communicate to (b) (6), (b) (7)(C) the decision not to arbitrate the grievance over her (b) (6), (b) (7)(C) 2017 suspension; (4) refusing to process a grievance over (b) (6), (b) (7)(C) 2018 suspension; and (5) refusing to process or arbitrate a grievance over (b) (6), (b) (7)(C) termination in (b) (6), (b) (7)(C) 2018.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2701 Martin Luther King, Jr. Avenue, S.E., Washington, DC 20032-2608		6. Employer representative to contact Stacy Coombs Deputy Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Government Office Building	8. Principal product or service Security Services		9. Number of Workers employed 250
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No.	
(Signature or representative of person making charge)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 9/21/18	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 4, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America
(SPFPA), Local 441
(Paragon Systems, Inc.)
Case 05-CB-221732

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) has violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have decided to dismiss the portion of your charge alleging that the Union violated Section 8(b)(1)(A) of the Act by the following: (1) refusing to arbitrate your grievance over your (b) (6), (b) (7)(C) 2017 suspension; (2) failing to respond in a timely manner to your request for information pertaining to your suspension grievance; (3) refusing to file a grievance when you were suspended pending investigation in (b) (6), (b) (7)(C) 2018; and (4) refusing to arbitrate your grievance over your termination in (b) (6), (b) (7)(C) 2018. My reasons for dismissing these allegations are set forth below. The remaining allegation, that the Union violated Section 8(b)(1)(A) of the Act when it failed to communicate to you the its decision not to arbitrate your suspension grievance, remains subject to further processing.

The evidence obtained during investigation shows that around (b) (6), (b) (7)(C) 19, 2017, you were suspended for missing an alarm on your monitor the previous week. Shortly thereafter, the Union filed a grievance over your suspension. A Union representative spoke with you about the incident, received statements from two other employees, and obtained information from Paragon Systems, Inc. (the Employer) regarding the missed alarm. On (b) (6), (b) (7)(C) 2018, the Employer denied your grievance and the Union decided not to proceed to arbitration because it did not believe it would win at arbitration given the evidence it had gathered. Around (b) (6), (b) (7)(C) 2018, you were suspended pending an investigation into your conduct on (b) (6), (b) (7)(C) 2018, when you refused to meet with your Major and Project Manager despite their orders that you do so. You asked the Union to file a grievance, but the Union chose to wait for the results of the investigation. Around (b) (6), (b) (7)(C) 2018, you were terminated for your conduct on (b) (6), (b) (7)(C) 2018. That day, the Union filed a grievance over your termination and provided you with information pertaining to your grievance that you had previously requested. The Employer did not respond to the grievance so around (b) (6), (b) (7)(C) 2018, the Union appealed the decision to arbitration to preserve the time limits. The grievance is currently active and the Union has not yet made a decision on arbitration.

I am dismissing your charge because there is insufficient evidence that the Union's processing of your grievances was perfunctory, arbitrary or motivated by ill will or other invidious considerations. A grievant does not have an absolute right to have his or her grievance taken to arbitration, and a union may lawfully decide not to pursue an employee's grievance, provided that it has acted in good faith and in a non-arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171, 194 (1967). Unions are given "substantial latitude in their representational decisions" and "no inference of unfair representation may be drawn simply from a bargaining representative's refusal to press a grievant's case to the final stage of the grievance arbitration procedure or, for that matter, through any intermediate stage." *Hotel & Rest. Employees Local 64*, 278 NLRB 773, 781 (1986). A union breaches its duty "only when [its] conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith." *Vaca*, 386 U.S. at 919. Processing a grievance in a perfunctory manner also violates the Act. *Id.* Mere negligence, on the other hand, is not enough. *Id.*

Here, there is insufficient evidence to show that the Union violated the Act as described in allegations 1, 2, 3 and 4. The evidence does not establish that any of the Union's actions were discriminatory or motivated by ill will. The Union also investigated both grievances by obtaining information from you, the Employer, and other employees. For allegation 1, the Union's decision not to arbitrate your suspension grievance was based on the information gathered by the Union, which supported the Employer's conclusion that you missed an important alarm. For allegation 2, the Union provided you information you requested reasonably promptly, and to the extent there was delay, the evidence does not show it was caused by anything beyond mere negligence. For allegation 3, the Union's decision to wait to file a grievance until the Employer completed its investigation was not unlawful, because it was not clear that a grievance was necessary until the Employer finished its investigation. For allegation 4, it is premature because your grievance is still active and the Union has not made a decision regarding arbitration. Accordingly, for allegations 1, 2, 3 and 4, further investigation is not warranted, and I am refusing to issue complaint.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **January 18, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 17, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 18, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 18, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Mr. Roman Gumul
International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 441
25510 Kelly Road
Roseville, MI 48066

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48266

Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Avenue, S.E.
Washington, D.C. 20032-2608

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

April 30, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 441 (Paragon Systems, Inc.)
Case 05-CB-221732

Dear (b) (6), (b) (7)(C):

Your appeal from the Acting Regional Director's partial dismissal of the charge has been carefully considered. The appeal is denied substantially for the reasons in the Acting Regional Director's letter of January 4, 2019. Accordingly, further proceedings are not warranted at this time.

Sincerely,

Peter Barr Robb
General Counsel

A handwritten signature in black ink, reading "Mark E. Arbesfeld", is written over a horizontal line.

By:

Mark E. Arbesfeld, Director
Office of Appeals

cc: NANCY WILSON
ACTING REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

ROMAN GUMUL
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA), LOCAL 441
25510 KELLY RD
ROSEVILLE, MI 48066

International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 441 (Paragon Systems, Inc.)
Case 05-CB-221732

-2

GORDON A. GREGORY, ESQ.
GREGORY, MOORE, JEAKLE &
BROOKS, PC
65 CADILLAC SQUARE STE 3727
DETROIT, MI 48226

STACY COOMBS
DEPUTY PROJECT MANAGER
PARAGON SYSTEMS, INC.
2701 MARTIN LUTHER KING, JR. AVE SE
WASHINGTON, DC 20032-2608

kh



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 19, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and Fire
Professionals of America (SPFPA), Local 441
(Paragon Systems, Inc.)
Case 05-CB-221732

Dear (b) (6), (b) (7)(C):

By letter dated January 4, 2019, I informed you of my decision to dismiss all allegations in the above-captioned charge except for the allegation that the International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) violated Section 8(b)(1)(A) of the Act by failing to communicate to you its decision not to arbitrate your suspension grievance, which I stated remained subject to further processing. We have carefully investigated and considered the remaining portion of your charge that the Union has violated the National Labor Relations Act.

Conditional Decision to Dismiss: Based on that investigation, I have concluded that the remaining portion of your charge may have merit. However, I have conditionally decided to dismiss this portion of your charge six months from today because there have not been any prior similar meritorious charges against the Union, the Union remedied the alleged violation, there is no ongoing unlawful effect on an employee's terms and conditions of employment, there is neither impact on other employees nor other accompanying violations which require a Board remedy, and the allegedly unlawful conduct is unlikely to be repeated.

If a meritorious charge involving other unfair labor practices is filed against the Union during that six-month period, I will reconsider whether further proceedings are warranted on this remaining portion of your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **December 3, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 2, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 3, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 3, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Mr. Roman Gumul
International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 441
25510 Kelly Road
Roseville, MI 48066

Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Ave., S.E.
Washington, D.C. 20032-2608

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

May 20, 2020

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and Fire
Professionals of America (SPFPA), Local 441
(Paragon Systems, Inc.)
Case 05-CB-221732

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 441 (the Union) has violated the National Labor Relations Act.

Decision to Dismiss: Based on our investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the following reasons:

By letter dated November 19, 2019, the Acting Regional Director notified you that she was conditionally dismissing the remaining allegation in your charge against the Union. Specifically, the Acting Regional Director advised that this office would dismiss the remaining allegation in your charge unless additional meritorious charges were filed against the Union during the six-month period following my letter. No meritorious charges have been filed against the Union during that six-month period. Accordingly, I have concluded that further proceedings are not warranted, and I am refusing to issue complaint in this matter.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlrb.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlrb.gov. If you require additional assistance with E-Filing, please contact E-File@NLRB.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **June 3, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 2, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 3, 2020**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 3, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

Enclosure

cc: Gordon A. Gregory, Esq.
Gregory, Moore, Brooks & Clark, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Mr. Roman Gumul
International Union, Security, Police and Fire
Professionals of America (SPFPA), Local 441
25510 Kelly Road
Roseville, MI 48066

Ms. Stacy Coombs
Deputy Project Manager
Paragon Systems, Inc.
2701 Martin Luther King, Jr. Avenue, S.E.
Washington, D.C. 20032-2608

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CB-221978	Date filed 6/11/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America, Local 442		b. Union Representative to Contact Roman Gumul, Director of Region 4	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (586)772-7250, ext. 117	e.e. Cell No. 586-335-7668
		f. Fax No.	g. e-Mail roman@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding a suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Georgetown University		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 3700 O St NW, Village C, Washington, DC 20057-0003		6. Employer representative to contact Jay Gruber Chief of Security	
7. Type of Establishment (factory, mine, wholesaler) University	8. Principal product or service Education	9. Number of Workers employed 1000+	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 5/31/2018	Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

(b) (6), (b) (7)(C)

September 26, 2018

Re: International Union, Security, Police and
Fire Professionals of America, Local 442
(Georgetown University)
Case 05-CB-221978

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 442 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **October 11, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 10, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 11, 2018**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 11, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Mr. Jay Gruber, Chief of Security
Georgetown University
3700 O Street, N.W., Village C
Washington, D.C. 20057-0003

Richard M. Olszewski, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Mr. Roman Gumul
International Union, Security, Police and
Fire Professionals of America, Local 442
25510 Kelly Road
Roseville, MI 48066-4994

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

November 1, 2018

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America, Local 442
(Georgetown University)
Case 05-CB-221978

Dear (b) (6), (b) (7)(C)

This is in response to your appeal in the above matter. We regret to inform you that nothing further can be done in the matter.

By letter dated September 26, 2018 you were advised by the Regional Office that a complaint would not issue in the matter and that any appeal from this action must be received in this office by the close of business at 5:00 p.m. (ET) on October 11, 2018 or be postmarked by October 10, 2018. Your appeal was received in this office on October 31, 2018. Accordingly, and in light of the Board's Rules, we must reject your appeal as being untimely filed and consider our files in this matter closed.

You may find the necessity of the above action overly harsh and technical. However, we must also keep in mind that parties against whom charges have been filed and dismissed are entitled to know when they need no longer expect that further proceedings against them will be taken.

Sincerely,

Peter Barr Robb
General Counsel

A handwritten signature in black ink, reading "Mark E. Arbesfeld", is written over a horizontal line.

By:

Mark E. Arbesfeld, Director
Office of Appeals

International Union, Security, Police and
Fire Professionals of America, Local 442
(Georgetown University)
Case 05-CB-221978

-2

cc: NANCY WILSON
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
BANK OF AMERICA CENTER,
TOWER II
100 S CHARLES ST STE 600
BALTIMORE, MD 21201

JAY GRUBER, CHIEF OF SECURITY
GEORGETOWN UNIVERSITY
3700 O ST NW VILLAGE C
WASHINGTON, DC 20057-0003

RICHARD M. OLSZEWSKI, ESQ.
GREGORY, MOORE, JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

ROMAN GUMUL
INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA,
LOCAL 442
25510 KELLY RD
ROSEVILLE, MI 48066-4994

cl

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-222716	Date Filed 6/23/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police & Fire Professionals of America SPFPA		b. Union Representative to contact David Hickey Title: President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road MI Roseville 48066-_____		d. Tel. No. (800) 228-7492	e. Cell No. (586) 709-9563
		f. Fax No. (586) 772-9644	g. e-Mail DLHICKEY01@aol.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Quality Investigations, Inc.		4a. Tel. No. (702) 240-7050	b. Cell No.
		c. Fax No.	d. e-Mail xsecure@qisecurity.com
5. Location of plant involved (street, city, state and ZIP code) 10 Commerce Center Dr. NV Henderson, 80914-_____		6. Employer representative to contact Xavier Peterson Title: President	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Security	9. Number of workers employed 100	
10. Full name of party filing charge Steve Maritas Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA, & our affiliate LEOSUDC		11a. Tel. No. (202) 595-3510	b. Cell No.
		c. Fax No. (202) 595-3510	d. e-Mail LEOSUDC@GMAIL.COM
11. Address of party filing charge (street, city, state and ZIP code.) (202) 595-3510 DC Washington DC 20004-			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Steve Maritas</u> <u>Steve Maritas</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Executive Director (202) 595-3510 Address <u>Washington DC DC 20004-_____</u> (date) <u>06/23/2018 22:10:03</u>		Tel. No. (202) 595-3510 Cell No. Fax No. (202) 595-3510 e-Mail LEOSUDC@GMAIL.COM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	June 2018 and ongoing

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-222716	10/25/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police & Fire Professionals of America		b. Union Representative to Contact David Hickey President	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (586)772-7250	e.e. Cell No. (586)709-9563
		f. Fax No. (586)772-9644	g. e-Mail dlhickey01@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by maintaining in its Constitution and By-Laws Sections 1, 10, 14, and 16 of Article XXI, which threaten members with the assessment of fines for involvement in or instigation of disaffiliation or decertification proceedings.			
3. Name of Employer Quality Investigations, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail xsecure@qisecurity.com
5. Location of Plant involved (street, city, state, and ZIP code) U.S. Department of Labor, 200 Constitution Ave., NW, Washington, DC 20210		6. Employer representative to contact Xavier Peterson, President	
7. Type of Establishment (factory, mine, wholesaler) Security contractor	8. Principal product or service Security services		9. Number of Workers employed 100
10. Full name of party filing charge Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA, & our affiliate LEOSU-DC		11a. Tel. No. (202)595-3510	11b. Cell No.
		11c. Fax No.	11d e-Mail leosudc@gmail.com
11. Address of party filing charge (street, city, state, and ZIP code) 1155 F Street, N.W., Suite 1050, Washington, DC 20004			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: <i>Steve Maritas</i>	Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA, & our affiliate LEOSU-DC Executive Director		Tel No. (202)595-3510
(signature of representative or person making charge)	Print/type name and title or office, if any		Cell No.
Address: 1155 F Street, N.W., Suite 1050, Washington, DC 20004		Date: 10/25/18	Fax No. e-Mail leosudc@gmail.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

December 3, 2019

Grant Lally, Esq.
Lally & Misir, LLP
220 Old Country Road
Mineola, NY 11501-4284

Re: International Union, Security, Police & Fire
Professionals of America SPFPA (Quality
Investigations, Inc.)
Case 05-CB-222716

Dear Mr. Lally:

We have carefully investigated and considered your charge that International Union, Security, Police & Fire Professionals of America has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss the charge that the Union violated Section 8(b)(1)(A) of the Act by restraining and coercing employees in the exercise of rights protected by Section 7 of the Act by maintaining in its constitution and by-laws sections that threatened employees with fines for their involvement in disaffiliation or decertification proceedings. Your client raised the same charge allegations in Case 13-CB-222639, a case which was resolved by an informal settlement agreement that has been complied with. Since the remedy for the allegation in Case 05-CB-222639 is duplicative of the remedy already secured in Case 13-CB-222639, it would not effectuate the purposes of the Act to continue prosecuting Case 05-CB-222716. Accordingly, I am dismissing the charge in Case 05-CB-222716.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street, S.E., Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

December 3, 2019

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **December 17, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 16, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 17, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 17, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of

December 3, 2019

case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure: Appeal Form

cc: Mr. David Hickey, President
International Union, Security, Police &
Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066

Mr. Steve Maritas, Executive Director
Law Enforcement Officers Security &
Police Benevolent Association LEOS-PBA,
& our affiliate LEOSU-DC
1155 F Street, N.W., Suite 1050
Washington, DC 20004

Mr. Xavier Peterson, President
Quality Investigations, Inc.
10 Commerce Center Drive
Henderson, NV 80914

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-223615	07/10/2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555		b. Union Representative to Contact Gloria Scott President	
c. Address 2701 W Patapsco Ave, Ste 107 Baltimore, MD 21230-2732		d. Tel. No. (410)846-3120	e.e. Cell No.
		f. Fax No.	g. e-Mail gscott108@yahoo.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b). (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding lost wages for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer MVM, Inc.		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mchalec@mvminc.com
5. Location of Plant involved (street, city, state, and ZIP code) 44620 Guilford Dr, Ste 150, Ashburn, VA 20147-6083		6. Employer representative to contact Christopher McHale General Counsel	
7. Type of Establishment (factory, mine, wholesaler) Federal Security Contractor	8. Principal product or service Security	9. Number of Workers employed 1000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel. No.	
(Signature of representative or person making charge)		(b) (6), (b) (7)(C) an individual	(b) (6), (b) (7)(C)
		Print type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: July 10, 2018	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



SETTLEMENT AGREEMENT

(b) (6), (b) (7)(C)

WHEREBY the Grievant filed a grievance asserting that (b) (6), (b) (7)(C) was aggrieved because of (b) (6), (b) (7)(C) termination as the result of a falsified timesheet,

WEHERBY the Employer, MVM Inc. and the Union, SPFPA Local 555, wish to resolve the Grievance;

IT IS HEREBY AGREED:

- Grievant shall be returned to duty without back pay;
- The Union and the Grievant shall withdraw the grievance with prejudice, and waive any and all other claims against MVM relating to the time lost as a result of being removed from the contract;
- This Settlement Agreement shall not set precedent and shall not be admissible in any future arbitration or other proceeding between the parties except as necessary to enforce the terms herein;
- Parties agree that this Settlement does not represent a victory for any Party but merely the best solution to the issue at hand.

AGREED TO:

MVM Inc. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 6/8/2018

SPFPA Local 555

(b) (6), (b) (7)(C)

Date: 06/08/2018

MVM, INC.
44620 Guilford Road • Suite 150 • Ashburn • VA • 20147
Tel (571) 223-1500 • Fax (571) 223-4774 • VA Lic. #11-1259



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

(b) (6), (b) (7)(C)

October 30, 2018

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 555 (MVM, Inc.)
Case 05-CB-223615

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 555 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that International Union, Security, Police and Fire Professionals of America (SPFPA) Local 555 (the Union) violated Section 8(b)(1)(A) of the Act by refusing to process a grievance on your behalf regarding lost wages. Specifically, you allege that the Union violated the Act when it agreed to a settlement of your grievance that failed to provide a backpay remedy.

While a union owes employees a duty of fair representation with regard to disputes arising with an employer, it is afforded a wide range of reasonableness in carrying out this duty. To find a breach of this duty requires a showing that the alleged conduct was arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171, 190 (1967); *Glass Bottle Blowers Local 106 (Owens-Illinois, Inc.)*, 240 NLRB 324 (1979).

Here, the evidence is insufficient to establish that the Union acted arbitrarily, discriminatorily, or in bad faith with regard to its handling of the grievance it filed on your behalf on (b) (6), (b) (7)(C), 2018, and settled in (b) (6), (b) (7)(C) 2018. The investigation established that the Employer discharged you on (b) (6), (b) (7)(C), 2018 for a (b) (6), (b) (7)(C) incident in which you made a log entry stating that you had provided relief for a coworker during (b) (6), (b) (7)(C) break when (b) (6), (b) (7)(C) had in fact never taken the break. In your (b) (6), (b) (7)(C) termination notice, the Employer indicated that your conduct constituted both "Neglect of Duty" and "Falsification" of official documents or records. On (b) (6), (b) (7)(C), your Union (b) (6), (b) (7)(C) filed a grievance, in which (b) (6), (b) (7)(C) requested that the Employer rescind your termination. The Employer notified you on (b) (6), (b) (7)(C) that you would be removed from the schedule pending the outcome of your grievance. On or about June 8, the Union (b) (6), (b) (7)(C) settled your grievance with the Employer, resulting in your return to work, but providing no backpay remedy. The principal basis for your charge is your belief that you received no backpay because of a procedural error on the Union's part. However, the investigation did not establish

that the Union made any such error, or that you would have been prejudiced even if the Union had.

In your affidavit and in other communications with the Region, you have argued that the Employer could not have had legitimate grounds for discharging you because, in your experience, employees accused of falsifying records are never returned to work. In your case, however, it appears that the Union was successful in obtaining such a result, despite your admission that your (b) (6), (b) (7)(C) log entry contained a false representation. The investigation established that the Employer and Union agreed that your conduct warranted discharge under the parties' contractual Just Cause provisions. The Union was nonetheless successful in resolving the grievance in your favor, in spite of two other factors that limited the Union's ability to pursue your dispute absent settlement. First, the collective-bargaining agreement covering your bargaining unit (the contract) expired in February 2018. While the Just Cause provisions of the contract remained in place at the time of your discharge, case law holds that arbitration provisions generally do not survive beyond contract expiration. *Litton Financial Printing Division v. NLRB*, 501 U.S. 190, 199 (1991); *Lincoln Lutheran of Racine*, 362 NLRB No. 188, slip op. at 3 (August 25, 2015) (citing *Hilton-Davis Chemical Co.*, 185 NLRB 241, 242 (1970)). Accordingly, the Union may not have been able to insist that the Employer arbitrate your grievance. Second, your grievance may not have been arbitrable even if the contract had still been in effect. Your (b) (6), (b) (7)(C) termination notice cites language in the contract's Just Cause provisions that appears to limit the Union's ability to obtain remedies in arbitration for the conduct for which you were discharged. Finally, the investigation further established that the Employer credits the Union with persuading management to effectively reduce your discharge to a suspension, and that management refused to ever consider a backpay remedy in its negotiations with the Union—not because the Union failed to request it, but because of the nature of your misconduct.

Based on the foregoing, it cannot be established that the Union violated the Act as alleged in your charge, and I am refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **November 13, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 12, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 13, 2018**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 13, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Mr. Christopher McHale
General Counsel
MVM, Inc.
44620 Guilford Drive, Suite 150
Ashburn, VA 20147-6063

Ms. Gloria Scott, President
International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 555
2701 W Patapsco Avenue, Suite 107
Baltimore, MD 21230-2732

Richard M. Olszewski, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-223714	7/16/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
f. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police And Fire Professionals of America (SPFPA), Local 281		b. Union Representative to Contact Sulaiman Bah, President	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (586) 772-7250	e. Cell No.
		f. Fax No. (586) 772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about July 2, 2018, the above-named labor organization has threatened employees with loss of employment and attempted to cause and caused SecTek, Inc. to discipline (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) refused to join the union.			

3. Name of Employer SecTek, Inc.		4a. Tel. No. (703) 435-0970	4b. Cell No.
		4c. Fax No.	4d. e-Mail Anthony.james@uspto.gov
5. Location of Plant involved (street, city, state, and ZIP code) 600 Dulany Street, Alexandria, VA 22314		6. Employer representative to contact Anthony James, Deputy Program Manager	
7. Type of Establishment (factory, mine, wholesaler) Government Agency	8. Principal product or service Security	9. Number of Workers employed 150	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that (b) (6), (b) (7)(C) the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an individual	Tel. No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 7/11/18	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

October 31, 2019

Richard M. Olszewski, Esq.
Gregory, Moore, Brooks & Clark, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security Police and
Fire Professionals of America (SPFPA), Local 281
(SecTek, Inc.)
Case 05-CB-223714

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: Mr. Sulaiman Bah
President
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

Deborah M. Leahy, Esq.
Sectek, Inc.
1930 Isaac Newton Square, Suite 100
Reston, VA 20190-5007

(b) (6), (b) (7)(C)

Mr. Anthony James
Deputy Program Manager
SecTek, Inc.
600 Dulany Street
Alexandria, VA 22314

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-226050	8/21/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact	
c. Address 840 First St. NE Third Floor Washington, DC 20002		d. Tel. No.	e. Cell No. (202) 487-3438
		f. Fax No.	g. e-Mail frasergabyl@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since on or about July 13, 2018, and at all times thereafter, the above-named Labor Organization, by its officers, agents and representatives, restrained and coerced the employees of Paragon Systems, Inc. in the exercise of the rights guaranteed in Section 7 of the Act, by failing its duty to represent employee (b) (6), (b) (7)(C) and failing to file a grievance regarding removal from post at the Department of Health and Human Services, by Paragon Systems, Inc.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. (240) 912-7076	4b. Cell No.
		4c. Fax No.	4d. e-Mail lhagan@parasys.com
5. Location of Plant involved (street, city, state, and ZIP code) 13655 Dulles Technology Drive Suite 100 Herndon, VA 20171		6. Employer representative to contact Laura Hagan, General Counsel	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security services	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	Date: 8/20/18	Fax No.	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Aug

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-226050	11/9/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact Gaby L. Fraser Director, Labor Relations	
c. Address 10 G Street, N.E. Sixth Floor Washington, D.C. 20002		d. Tel. No. (202) 487-3438	e. Cell No. (202) 487-3438
		f. Fax No. (202) 578-3262	g. e-Mail frasergaby1@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since on or about July 13, 2018, and at all times thereafter, the above-named Labor Organization, by its officers, agents, and representatives, restrained and coerced the employees of Paragon Systems, Inc. in the exercise of the rights guaranteed in Section 7 of the Act by: 1) refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) 2018 termination; 2) failing to respond in a timely manner to (b) (6), (b) (7)(C) requests for information pertaining to the grievance over her (b) (6), (b) (7)(C) 2018 termination; and 3) failing to communicate to (b) (6), (b) (7)(C) the decision not to process the grievance regarding her (b) (6), (b) (7)(C) 2018 termination.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. 4c. Fax No.	4b. Cell No. 4d. e-Mail lhagan@parasys.com
5. Location of Plant involved (street, city, state, and ZIP code) 13655 Dulles Technology Drive, Suite 100, Herndon, VA 20171		6. Employer representative to contact Laura Hagan, Vice President & General Counsel	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Services	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C), An Individual		Cell No.	
(signature or representative or person making charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 11/9/18	
		Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 24, 2019

(b) (6), (b) (7)(C)

Re: National Association of Special Police and Security Officers
(Paragon Systems, Inc.)
Case 05-CB-226050

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that National Association of Special Police and Security Officers has violated the National Labor Relations Act.

Decision to Partially Dismiss: Based on that investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge, in part, for the following reasons:

Your amended charge alleges that the National Association of Special Police and Security Officers (NASPSO) violated Section 8(b)(1)(A) in three ways: (1) by refusing to process your grievance regarding Paragon Systems, Inc.'s (Paragon) decision to terminate you in about (b) (6), (b) (7)(C) 2018; (2) by failing to respond in a timely manner to your requests for information pertaining to the grievance over your (b) (6), (b) (7)(C) 2018 termination; and (3) by failing to communicate NASPSO's decision not to process your grievance regarding your (b) (6), (b) (7)(C) 2018 termination. I have decided to dismiss the first and second allegation of the charge because there is insufficient evidence to establish a violation of the Act.

It is well established that a union breaches its duty of fair representation toward employees it represents when it engages in conduct affecting employment conditions which is arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171 (1967). A violation does not turn on the merits of the grievance, but on whether the union exercised its discretion in a perfunctory or arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171, 64 LRRM 2379 (1967); *Glass Bottle Blowers Local 106 (Owens-Illinois, Inc.)*, 240 NLRB 324 (1979).

The investigation failed to establish either that NASPSO processed your grievance or refused to arbitrate your grievance in an arbitrary or discriminatory manner, in bad faith, or any other manner prohibited by the Act. Rather, the investigation revealed evidence that NASPSO undertook steps to investigate your grievance. Although NASPSO declined to pursue your grievance, the preponderance of the evidence does not establish that NASPSO did so for any unlawful reason. In addition, the investigation did not reveal evidence that NASPSO failed to respond to your request for information pertaining to your grievance in a timely manner.

Based on the foregoing, I find that there is insufficient evidence to establish the first and second allegations included in your amended charge. Further proceedings are not warranted as to your first and second allegations, and I am refusing to issue a complaint herein.

This action does not affect the remaining portion of the amended charge alleging that NASPSO's failure to communicate its decision not to process your grievance regarding your termination violated Section 8(b)(1)(A) of the Act. This allegation is being processed further by this office. (b) (6), (b) (7)(C)

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **May 8, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 7, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 8, 2019**. The request may be filed electronically through the **E-File Documents** link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 8, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

Enclosure

cc: Ms. Gaby L. Fraser
Director, Labor Relations
National Association of Special Police and
Security Officers
840 First Street, N.E., Third Floor
Washington, D.C. 20002

Ms. Laura Hagan
Vice-President & General Counsel
Paragon Systems, Inc.
13655 Dulles Technology Drive, Suite 100
Herndon, VA 20171

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

**National Association of Special Police and Security Officers
(Paragon Systems, Inc.)**

Case 05-CB-226050

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English. A responsible official of the Charged Party will then sign and date those Notices and immediately post them at 10 G Street, N.E., Suite 600, Washington, D.C. 20002. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will provide reasonable access to the aforementioned site to agents of the Regional Director for the purposes of monitoring compliance with this posting requirement. Further, if the Charged Party maintains bulletin boards at the United States Department of Health and Human Services (HHS) worksite of the Employer located in Washington, D.C. where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

E-MAILING NOTICE - The Charged Party will email a copy of the signed Notice in English to all members and all employees who work at the facility located at the HHS worksite located in Washington, D.C. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 05 of the National Labor Relations Board in Case 05-CB-226050." The Charged Party will forward a copy of that e-mail, with all of the recipients' e-mail addresses, to the Region's Compliance Officer at heather.keough@nlrb.gov.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case, including all allegations covered by the attached Notice to Employees and Members made part of this agreement, does not settle any other cases or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes gf
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees and Members, as identified above in the Scope of Agreement section, as well as filing and service of the charge, commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit, and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees and Members. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party National Association of Special Police and Security Officers			Charging Party (b) (6), (b) (7)(C), an Individual		
By:	Name and Title	Date	By:	Name and Title	Date
	<i>/s/ Gaby Fraser</i>	June 28, 2019			
Print Name and Title below			Print Name and Title below		
Director, Labor Relations					

Recommended By:		Date	Approved By:		Date
<i>/s/ Paul Veneziano</i>		7/12/19	<i>/s/ Nancy Wilson</i>		7/16/2019
Paul Veneziano			Nancy Wilson		
Field Attorney			Acting Regional Director, Region 5		

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT fail and refuse to communicate with you about decisions related to your grievances.

WE WILL communicate with you about decisions related to your grievances.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**National Association of
Special Police and Security Officers**

(Labor Organization)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Telephone: (410)962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 19, 2020

Gaby L. Fraser, Director, Labor Relations
National Association of Special Police and Security Officers
10 G Street, N.E., Suite 600
Washington, DC 20002-4253

Re: National Association of Special Police and
Security Officers (Paragon Systems, Inc.)
Case 05-CB-226050

Dear Ms. Fraser:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc: Laura Hagan, Vice-President & General Counsel
Paragon Systems, Inc.
13900 Lincoln Park Drive, Suite 300
Herndon, VA 20171

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-226713	08/30/2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA), Local 441		b. Union Representative to Contact Roman Gumal	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. <i>cell</i> 586-335-7668	e.e. Cell No. <i>office</i> (586)772-72580 ext. 117
		f. Fax No. 586-772-9644	g. e-Mail roman@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems		4a. Tel. No. 703-263-7174	4b. Cell No.
		4c. Fax No. 703-263-9527	4d. e-Mail lhagan@parasys.com
5. Location of Plant involved (street, city, state, and ZIP code) 13655 Dulles Technology Dr, Ste 100, Herndon, VA 20171-4634		6. Employer representative to contact Laura Hagan	
7. Type of Establishment (factory, mine, wholesaler) Security services provider	8. Principal product or service Security services	9. Number of Workers employed 300+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel. No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 08-26-18	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 8, 2019

Gordon Gregory, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police, and Fire
Professionals of America (SPFPA), Local 441
(Paragon Systems)
Case 05-CB-226713

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: Mr. Roman Gumul
International Union, Security, Police, and
Fire Professionals of America (SPFPA),
Local 441
25510 Kelly Rd.
Roseville, MI 48066-4994

(b) (6), (b) (7)(C)

Laura Hagan, Esq.
Paragon Systems
13655 Dulles Technology Dr., Ste. 100
Herndon, VA 20171-4634

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 5-CB-227473	Date Filed 9/17/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police & Fire Professionals of America SPFPA		b. Union Representative to contact Joseph McCray Title: Vice President Region 4 - SPFPA Executive Board Member	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd MI Roseville 48066-4994		d. Tel. No. (800) 228-7492	e. Cell No. (916) 501-3174
		f. Fax No. (586) 772-9644	g. e-Mail jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Catholic University of America		4a. Tel. No. (202) 319-6594	b. Cell No.
		c. Fax No.	d. e-Mail evansy@cua.edu
5. Location of plant involved (street, city, state and ZIP code) 620 Michigan Ave NE DC Washington 20064-0001		6. Employer representative to contact Yvonne Evans Title: Manager, Employee Relations	
7. Type of establishment (factory, mine, wholesaler, etc.) Schools	8. Identify principal product or service University	9. Number of workers employed 30	
10. Full name of party filing charge Steve Maritas Law Enforcement Officers Security Unions LEOSU-DC, LEOS-PBA		11a. Tel. No. (202) 595-3510	b. Cell No. (202) 486-8558
		c. Fax No. (202) 595-3510	d. e-Mail LEOSUDC@GMAIL.COM
11. Address of party filing charge (street, city, state and ZIP code.) (202) 595-3510 DC Washington DC 20004-			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Steve Maritas</u> <u>Steve Maritas</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Organizing Director (202) 595-3510 Address <u>Washington DC DC 20004-</u> (date) <u>09/16/2018 13:13:03</u>		Tel. No. (202) 595-3510 Cell No. (202) 486-8558 Fax No. (202) 595-3510 e-Mail LEOSUDC@GMAIL.COM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	On or about September 15, 2018



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 2, 2019

Mr. Joseph McCray
Vice President Region 4 –
SPFPA Executive Board Member
International Union, Security Police &
Fire Professionals of America SPFPA
25510 Kelly Road
Roseville, MI 48066-4994

Re: International Union, Security Police &
Fire Professionals of America SPFPA
(Catholic University of America)
Case 05-CB-227473

Dear Mr. McCray:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Kimberly E. Andrews

Kimberly E. Andrews
Acting Regional Director

cc: Mr. Steve Maritas
Organizing Director
Law Enforcement Officers Security Unions
LEOSU-DC, LEOS-PBA
1155 F Street, N.W., #1050
Washington, D.C. 20004

Ms. Yvonne Evans
Manager, Employee Relations
Catholic University of America
620 Michigan Avenue, N.E.
Washington, D.C. 20064-0001

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 5-CB-227727	Date filed 9/14/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security & Police Officers of America		b. Union Representative to Contact Ishun Richards Vice President	
c. Address 5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745-3628		d. Tel. No. (301)377-9860	e.e. Cell No.
		f. Fax No.	g. e-Mail ishun.richards.uspoa@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension and termination for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer Constellis		4a. Tel. No. (202)565-1991	4b. Cell No. (202)565-1991
		4c. Fax No.	4d. e-Mail nwilliams@triplecanopy.com
5. Location of Plant involved (street, city, state, and ZIP code) 12018 Sunrise Valley Dr, Ste 140, Reston, VA 20191-3444		6. Employer representative to contact Nkrumah Williams Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 9/14/18	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 5, 2018

Mr. Ishun Richards
Vice President
United Security & Police Officers of America
5620 Saint Barnabas Road, Suite 314
Oxon Hill, MD 20745-3628

Re: United Security & Police Officers of America
(Constellis)
Case 05-CB-227727

Dear Mr. Richards:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Christopher Michalik, Esq.
Gateway Plaza
800 E. Canal Street
Richmond, VA 23219-3916

Mr. Nkrumah Williams
Contract Manager
Constellis
12018 Sunrise Valley Drive, Suite 140
Reston, VA 20191-3444

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 05-CB-227835	Date Filed 9/13/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to contact Joseph McCray Title: Region 4 Vice President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd MI Roseville 48066-4994		d. Tel. No. (586) 772-7250	e. Cell No.
		f. Fax No.	g. e-Mail jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer The Catholic University of America		4a. Tel. No. (202) 319-5142	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 620 Michigan Ave NE Leahy Hall Rm 280 DC Washington 20064-0001		6. Employer representative to contact Nancy O'Connor Title: General Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Public Safety	9. Number of workers employed 32	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address (date) 09/13/2018 13:23:57		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-227835	2-22-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America		b. Union Representative to Contact Joseph McCray Region 4 Vice President	
c. Address 25510 Kelly Road Roseville, MI 48066-4994		d. Tel. No. (586)772-7250	e. e. Cell No.
		f. Fax No.	g. e-Mail jmccray@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C), 2018, the above-named labor organization has restrained and coerced (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) by refusing to process (b) (6), grievances for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer The Catholic University of America		4a. Tel. No. (202) 319-5142	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 620 Michigan Avenue, N.E., Leahy Hall, Room 280, Washington, DC 20064-0001		6. Employer representative to contact Nancy O'Connor Esq.	
7. Type of Establishment (factory, mine, wholesaler) Others		8. Principal product or service Public Safety	9. Number of Workers employed 32
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)		An Individual	
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the

NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 06
1000 Liberty Ave Rm 904
Pittsburgh, PA 15222-4111

Agency Website: www.nlr.gov
Telephone: (412)395-4400
Fax: (412)395-5986

April 19, 2019

Richard M. Olszewski, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and Fire
Professionals of America (The Catholic
University of America)
Case 05-CB-227835

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Suzanne S. Donsky

Suzanne S. Donsky
Acting Regional Director

cc: Joseph McCray, Region 4 Vice President
International Union, Security, Police and Fire
Professionals of America
25510 Kelly Road
Roseville, MI 48066-4994

(b) (6), (b) (7)(C)

Nancy O'Connor, Esq.
The Catholic University of America
620 Michigan Avenue, N.E.
Leahy Hall, Room 280
Washington, DC 20064-0001

nm

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-228430	10/2/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security & Police Officers of America		b. Union Representative to Contact Ishun Richards Vice President	
c. Address 5620 Saint Barnabas Rd, Ste 314, Oxon Hill, MD 20745-3628		d. Tel. No. (301)377-9860	e.e. Cell No.
		f. Fax No.	g. e-Mail ishun.richards.uspoa@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension or termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Constellis		4a. Tel. No. (292)565-1991	4b. Cell No. (292)565-1991
		4c. Fax No.	4d. e-Mail nwilliams@triplecanopy.com
5. Location of Plant involved (street, city, state, and ZIP code) 12018 Sunrise Valley Dr, Ste 140, Reston, VA 20191-3444		6. Employer representative to contact Nkrumah Williams Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C) (Signature of representative (b) (6), (b) (7)(C) person making charge)		(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 10-1-18	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-228430	12/15/2020
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Union Special Police Officers Association (NUSPOA) a/w Law Enforcement Officers Security & Police Benevolent Association (LEOS-PBA)		b. Union Representative to Contact ShaDawn M. Prince Executive Director	
c. Address 5620 Saint Barnabas Rd, Ste 390, Oxon Hill, MD 20745		d. Tel. No. (202)-277-0926	e. Cell No. f. Fax No. g. e-Mail shadawnrp2@yahoo.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(a), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice(s)) Since about May 23, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process or arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension or termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer or Constellis		4a. Tel. No. (292)565-1991	4b. Cell No. (292)565-1991
		4c. Fax No.	4d. e-Mail mwilliams@triplecanopy.com
5. Location of Plant involved (street, city, state, and ZIP code) 13530 Dulles Technology Drive, Herndon, VA 20171		6. Employer representative to contact Nkrumah Wilkerson, Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 500	
10(a), (b), (7)(C) filing charge	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(signature of representative of filing charge)	title	title or office, if	title or office, if
(b) (6), (b) (7)(C)	Date: 12-15-20	Fax No. (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Submission of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for this information are fully set forth in the Federal Register, 71 Fed. Reg. 14942-43 (Dec. 21, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to process its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-230132	Date Filed 10/29/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police, and Fire Professionals Of America		b. Union Representative to contact David Hickey Title: International President	
c. Address (Street, city, state, and ZIP code) 25510 kelly road MI Roseville 48066-_____		d. Tel. No. (586) 772-9644	e. Cell No.
		f. Fax No. (586) 772-9644	g. e-Mail spfpapres@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer North American Security/ Triple Canopy		4a. Tel. No. (301) 394-5400	b. Cell No.
		c. Fax No.	d. e-Mail mark.freeman@dodiis.mil
5. Location of plant involved (street, city, state and ZIP code) 3300 75th Ave MD Hyattsville 20785-1501		6. Employer representative to contact Mark B Freeman Title: Project Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service security	9. Number of workers employed 40	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By Niccole Radford (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 10/29/2018 21:19:28		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to honor a resignation of union membership.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 1, 2019

Mr. David Hickey
International President
International Union, Security, Police, and
Fire Professionals of America
25510 Kelly Rd.
Roseville, MI 48066-4932

Re: International Union, Security, Police, and Fire
Professionals of America
(North American Security/Triple Canopy)
Case 05-CB-230132

Dear Mr. Hickey:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Mr. Mark B. Freeman
Project Manager
North American Security/Triple Canopy
3300 75th Avenue
Hyattsville, MD 20785-1501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-230261	Date Filed 10/31/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police & Fire Professionals of America SPFPA		b. Union Representative to contact Joseph McCray Title: Vice President Region 4	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd MI Roseville 48066-4994		d. Tel. No. (800) 228-7492	e. Cell No. (916) 501-3174
		f. Fax No. (586) 772-9644	g. e-Mail jmccray@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Catholic University of America		4a. Tel. No. (202) 319-6594	b. Cell No.
		c. Fax No.	d. e-Mail evansy@cua.edu
5. Location of plant involved (street, city, state and ZIP code) 620 Michigan Ave NE DC Washington 20064-0001		6. Employer representative to contact Yvonne Evans Title: Yvonne Evans Manager, Employee Relations	
7. Type of establishment (factory, mine, wholesaler, etc.) Schools	8. Identify principal product or service University	9. Number of workers employed 29	
10. Full name of party filing charge Steve Maritas Law Enforcement Officers Security Unions LEOSU-DC		11a. Tel. No. (202) 595-3510	b. Cell No. (202) 486-8558
		c. Fax No. (202) 595-3510	d. e-Mail LEOSUDC@GMAIL.COM
11. Address of party filing charge (street, city, state and ZIP code.) (202) 595-3510 DC Washington DC 20004-			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Steve Maritas</u> <u>Steve Maritas</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Organizing Director (202) 595-3510 Address <u>Washington DC DC 20004-</u> (date) <u>10/31/2018 13:54:27</u>		Tel. No. (202) 595-3510 Cell No. (202) 486-8558 Fax No. (202) 595-3510 e-Mail LEOSUDC@GMAIL.COM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 25, 2019

Mr. Joseph McCray
Vice President Region 4
International Union, Security Police &
Fire Professionals of America SPFPA
25510 Kelly Rd.
Roseville, MI 48066-4994

Re: International Union, Security Police & Fire
Professionals of America SPFPA
(The Catholic University of America)
Case 05-CB-230261

Dear Mr. McCray:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: Mr. Steve Maritas, Organizing Director
Law Enforcement Officers Security
Unions LEOSU-DC
1155 F St., N.W., Ste. 1050
Washington DC, DC 20004

Ms. Yvonne Evans
Employee Relations Manager
Catholic University of America
620 Michigan Ave., N.E.
Washington, DC 20064-0001

Nancy Morrison O'Connor, Esq.
General Counsel
Catholic University of America
620 Michigan Ave., N.E.
Washington, DC 20064-0002

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-230397	10/31/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact David Hickey	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586) 772-7250 Ext. 111	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named Labor Organization, by its officers, agents and representatives, restrained and coerced the employees of Paragon Systems Inc. in the exercise of the rights guaranteed in Section 7 of the Act, by failing its duty of fair representation to (b) (6), (b) (7)(C) and failing and refusing to file a grievance regarding (b) (6), (b) (7)(C) suspension from duty.			
3. Name of Employer Paragon Systems Inc.		4a. Tel. No. (571) 321-0908	4b. Cell No.
		4c. Fax No.	4d. e-Mail smartinez@parasys.com
5. Location of Plant involved (street, city, state, and ZIP code) US Marshall Service 500 Indiana Avenue NW, Washington D. C.		6. Employer representative to contact Sylvia Martinez, Labor Relations Manager Paragon Systems, Inc. 13655 Dulles Technology Dr. Ste. 100	
7. Type of Establishment (factory, mine, wholesaler) Government facility	8. Principal product or service Security services	9. Number of Workers employed 10	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(signature (b) (6), (b) (7)(C) representative or person (b) (6), (b) (7)(C) charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 10/31/2018	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

March 7, 2019

Gordon A. Gregory, Esq.
International Union, SPFPA
Gregory, Moore, Jeakle & Brooks, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(Paragon Systems, Inc.)
Case 05-CB-230397

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: Ms. Sylvia J. Martinez
Director of Labor Relations
Paragon Systems, Inc.
13655 Dulles Technology Drive, Ste. 100
Herndon, VA 20171-4364

(b) (6), (b) (7)(C)

Christopher Cooper, Esq.
Law Office of Christopher Cooper, Inc.
79 West Monroe Street, Suite 1213
Chicago, IL 60603

Mr. David L. Hickey
International President
International Union, Security, Police
and Fire Professionals of America
(SPFPA)
25510 Kelly Road
Roosevelt, MI 48066

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-230905	11/8/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police & Security Officers		b. Union Representative to Contact Gaby Fraser	
c. Address 10 G Street, NE Suite 600 Washington, D.C. 20002-4288		d. Tel. No. (202) 487-3438	e.e. Cell No. (202) 487-3438
		f. Fax No. (202) 578-3262	g. e-Mail frasergaby1@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Within the past six months, and including since June 24, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of employee (b) (6), (b) (7)(C) regarding the employee's shift and seniority issues for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer American Security Program, Inc.		4a. Tel. No. (703) 834-8900	4b. Cell No.
		4c. Fax No. (703) 435-8106	4d. e-Mail mphinney@securamericallc.com
5. Location of Plant involved (street, city, state, and ZIP code) 1881 Campus Commons Drive, Suite 105		6. Employer representative to contact Mark Phinney	
7. Type of Establishment (factory, mine, wholesaler) Office	8. Principal product or service Security services		9. Number of Workers employed Appx 50
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C), An Individual	
(signature of representative or person making charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 11/8/2018	Tel No. (b) (6), (b) (7)(C)
			Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

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set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

**National Association of Special Police & Security Officers (American
Security Programs, Inc.)**

Case 05-CB-230905

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English. A responsible official of the Charged Party will then sign and date those Notices and immediately post them at 10 G Street, N.E., Suite 600, Washington, D.C. 20002. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will provide reasonable access to the aforementioned site to agents of the Regional Director for the purpose of monitoring compliance with this posting requirement. Further, if the Charged Party maintains bulletin boards at the Federal Emergency Management Agency (FEMA) worksite of the Employer located in Washington, D.C. where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

E-MAILING NOTICE - The Charged Party will e-mail a copy of the signed Notice in English to all members and all employees it represents who work at the FEMA worksite located in Washington, D.C. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 05 of the National Labor Relations Board in Case 05-CB-230905." The Charged Party will forward a copy of that e-mail, with all of the recipients' e-mail addresses, to the Region's Compliance Officer at heather.keough@nrlrb.gov.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case, including all allegations covered by the attached Notice to Employees and Members made part of this agreement, and does not settle any other cases or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case for any relevant purpose in the litigation of this or any other cases, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes gf
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees and Members, as identified above in the Scope of Agreement section, as well as filing and service of the charge, commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit, and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees and Members. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party National Association of Special Police & Security Officers		Charging Party (b) (6), (b) (7)(C), an Individual	
By:	Name and Title	Date	
	<i>/s/ Gaby L. Fraser</i>	<i>2-5-2019</i>	
Print Name and Title below		Print Name and Title below	
Gaby L. Fraser, Director Labor Relations		(b) (6), (b) (7)(C)	

Recommended By:	Date	Approved By:	Date
<i>/s/ Barbara Duvall</i>	<i>2/19/2019</i>	<i>/s/ Nancy Wilson</i>	<i>2/19/2019</i>
Barbara Duvall		Nancy Wilson	
Field Attorney		Acting Regional Director, Region 5	

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT arbitrarily or perfunctorily fail and refuse to handle your grievances, including the grievance of (b) (6), (b) (7)(C).

WE WILL NOT fail and refuse to communicate with you about decisions related to your grievances or to respond to your requests for information about grievances.

WE WILL communicate with you about decisions related to your grievances or to respond to your requests for information about grievances.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**NATIONAL ASSOCIATION OF SPECIAL POLICE
& SECURITY OFFICERS**

(Labor Organization)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Telephone: (410)962-2822

Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

July 17, 2019

Gaby L. Fraser, Director, Labor Relations
National Association of Special
Police & Security Officers
10 G Street, N.E., Suite 600
Washington, DC 20002

Re: National Association of Special Police &
Security Officers (American Security
Programs, Inc.)
Case 05-CB-230905

Dear Ms. Fraser:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc: Mark Phinney, Vice President,
Government Operations
American Security Programs, Inc.
1881 Campus Commons Drive, Suite 105
Reston, VA 20191-1520

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-231506	11/19/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America, Local 444		b. Union Representative to Contact Willie Jones President	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (215)519-0298	e.e. Cell No.
		f. Fax No.	g. e-Mail willie-jones@comcast.net
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about November 9, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by having an improper representative negotiate a collective-bargaining agreement for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Master Security		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mrose@mastersecurity.us
5. Location of Plant involved (street, city, state, and ZIP code) 10946D Beaver Dam Rd, Cockeysville, MD 21030-2211		6. Employer representative to contact Michelle Rose Vice President	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Services		9. Number of Workers employed 40
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11/19/2018	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

July 3, 2019

Richard M. Olszewski, Esq.
Gregory, Moore, Brooks & Clark, PC
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America, Local 444
(Master Security)
Case 05-CB-231506

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Ms. Michelle Rose, Vice President
Master Security
10946D Beaver Dam Road
Cockeysville, MD 21030-2211

Mr. Willie Jones, President
International Union, Security, Police and
Fire Professionals of America
25510 Kelly Road
Roseville, MI 48066-4994

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		5-CB-231937	11/30/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security & Police Officers of America		b. Union Representative to Contact Ishun Richards Vice President	
c. Address 5820 Saint Barnabas Road, Ste 314, Oxon Hill, MD 20745-3628		d. Tel. No. (301)377-9860	e. Cell No.
		f. Fax No.	g. e-Mail ishun.richards.uspoa@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about July 17, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to communicate with (b) (6), (b) (7)(C) regarding the status of (b) (6), (b) (7)(C) grievance and its decision to refuse to arbitrate her grievance.			
3. Name of Employer Constellis		4a. Tel. No. (292)565-1991	4b. Cell No. (292)565-1991
		4c. Fax No.	4d. e-Mail nwilliams@triplecanopy.com
5. Location of Plant involved (street, city, state, and ZIP code) 12018 Sunrise Valley Dr, Ste 140, Reston, VA 20191-3444		6. Employer representative to contact Nkrumah Williams Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(signature or representative of person making charge)		Print/type name and title or office, if any (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 11/30/18	Fax No. 202 626-1700
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
SECOND AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CB-231937	Date filed 12/15/20
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Union Special Police Officers Association (NUSPOA) a/w Law Enforcement Officers Security & Police Benevolent Association (LEOS-PBA)		b. Union Representative to Contact ShaDawn M. Prince Executive Director	
c. Address 5620 Saint Barnabas Rd., Ste 390, Oxon Hill, MD 20745		d. Tel. No. (202)-277-0926	e. Cell No. f. Fax No. g. e-Mail shadawnrp2@yahoo.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices): Since about July 17, 2016, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to communicate with (b) (6), (b) (7)(C) regarding the status of (b) (6) grievance and its decision to refuse to arbitrate her grievance.			
3. Name of Employer Constellis		4a. Tel. No. (292)565-1991	4b. Cell No. (292)565-1991
		4c. Fax No.	4d. e-Mail nwilliams@tripscanopy.com
5. Location of Plant involved (street, city, state, and ZIP code) 13630 Dulles Technology Drive, Herndon, VA 20171		6. Employer representative to contact Nkrumah Williams, Contract Manager	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 500	
10. (b) (6), (b) (7)(C) filing charge	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	11c. Fax No. (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION (b) (6), (b) (7)(C) above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) (making charge)		Printtype name and title or office, if any	
(b) (6), (b) (7)(C)		Date: 12-15-20	Fax No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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